



## **Pregnancy, Parenting and Childbirth Leave Residency Eligibility Exemption Protocol**

### **1.0 PURPOSE**

Curling Canada is committed to providing and maintaining a safe and fair competitive environment for all. Accordingly, Curling Canada has developed this Pregnancy, Parenting and Childbirth Leave Residency Eligibility Exemption Protocol (the “Protocol”).

This policy has been developed in keeping with practices that respect and accommodate pregnancy, parenting, and childbirth responsibilities of our athletes during the time that surrounds our National Championships, as well as supporting the important residency requirements that are a crucial element of an inter-provincial/territorial National Championship format.

These protocols are mandatory for all Athletes and Teams involved in participating in Curling Canada’s National Championships.

### **2.0 SCOPE**

All Curling Canada athletes and teams competing in the Men’s and Women’s National Championships, including the provincial / territorial playdown process leading up to these national championships, are required to follow the residency eligibility rules as established by Curling Canada and its Member Associations, unless a request is approved according to the terms of this Protocol.

### **3.0 DOCUMENTATION**

#### **Athlete Requirements**

A pregnant Athlete is entitled to a leave of absence from their Team upon:

- a) giving Curling Canada notice in writing of the date that they will begin the leave and the date when they expect to return to competition (a “Request”), and
- b) providing to Curling Canada, when Curling Canada requests, a certificate of a legally qualified medical practitioner stating that the Athlete is pregnant and specifying the expected date of delivery and/or is immediately post-partum.
- c) These rules will also apply for an adoptive process that takes place during the time of the national championships.



Only teams that have qualified for a national championship after earning qualification either through pre-qualification or winning a Provincial or Territorial Championship may be considered for an exemption to the residency eligibility rules based on the pregnancy, parenting, or childbirth needs of an Athlete. This limited residency exemption consideration outlined below only pertains to the Men's and Women's National Championships (Brier and Tournament of Hearts).

Curling Canada will comply with all requirements under applicable privacy legislation to ensure that personal information of the Athlete is maintained in a secure and appropriate manner.

By submitting a Request, an Athlete consents to their Request and supporting documentation being reviewed by Curling Canada.

#### **4.0 ACCOMMODATION**

##### Team Requirements

When an Athlete submits a Request to Curling Canada and if their Request is granted, their Team must then submit an application to replace the Athlete.

Teams are responsible to uphold residency requirements for their substitute Athlete.

If reasonable efforts to secure a substitute Athlete who meets the requirements of the residency eligibility rules are ultimately unsuccessful, a Team may seek to have a substitute Athlete who does not meet these requirements added to their Team for the Championship if the Request is approved.

#### **5.0 PROCEDURE**

Residency exemption requests must be submitting in writing to Curling Canada's CEO.

The CEO or their designate will confirm receipt of the Request. An original copy of the Request will be securely stored.

Once the Request is reviewed and approved by the CEO or their designate, the Team must submit their application.

The CEO or their designate will consult with a committee of subject-matter experts, as deemed necessary, to determine whether the application will be granted. If additional information is required from the Team, the CEO or their designate will follow up.

This process is collaborative and a shared responsibility. The Team must cooperatively engage in the process by sharing information, including answering



reasonable questions or providing information about efforts to locate a Substitute Athlete to join their Team who meets the requirements of the residency eligibility rules, and considering potential solutions.

The CEO or their designate may grant or refuse the application.

The decision of CEO or their designate is final, subject to any right of appeal, as set out in Curling Canada's policies.